

Indiana's SLO Process

How do SLOs fit into the evaluation system?

- SLOs are one measure used in the Indiana RISE evaluation system. The evaluation system has two components with several measures embedded under each component: professional practice and student growth. SLOs fit under the student growth component.

Who creates SLOs?

- All teachers create SLOs.
- Indiana Department of Education (IDOE) guidance encourages teachers to collaborate with other educators in the building when writing SLOs. Individual teachers and teacher teams may write SLOs.

How many SLOs do teachers create?

- In 2012–13, each teacher sets two SLOs for one of their classes.
- One SLO is a class objective, meaning that it covers all students in the class.
- One SLO is a targeted objective focused on the lowest-performing students.

What assessments are used in SLOs?

- IDOE ranks assessments and requires teachers to use the highest ranking assessment in their class objective.
- Teachers can use any type of assessment in the targeted learning objective, provided it is approved by the administrator. The order of assessment rankings are as follows:
 - State assessments
 - Common corporation assessments (i.e. district assessments)
 - Common school assessments
 - Classroom assessments
- Assessment and education experts pre-approved some state assessments and vendor-created assessments for use in SLOs. The list of aligned assessments can be found here: <http://www.doe.in.gov/achievement/assessment/indiana-course-aligned-assessments>.
- When a school- or classroom-level assessment is used in an SLO, the evaluator must approve the assessment. The criteria for approval are alignment and stretch; rigor and complexity; and format. The full form can be found at http://www.riseindiana.org/sites/default/files/files/Student%20Learning/Step%201%20Forms%201_0.docx.

How are SLOs scored?

- Teacher ratings are embedded within the SLO. Teachers determine (and evaluators approve) each teacher performance level (Highly Effective, Effective, Improvement Necessary, and Ineffective) by setting the number of students who must meet the mastery score on the assessment used in the SLO. Teachers are scored according to the number of students that met the mastery score. The following table shows how the teacher's performance rating is based on the student growth of her students. Scoring is built into the SLO template, making for a streamlined approach.

	Highly Effective (4)	Effective (3)	Improvement Necessary (2)	Ineffective (1)
	<i>Exceptional number of students achieve content mastery</i>	<i>Significant number of students achieve content mastery</i>	<i>Less than significant number of students achieve content mastery</i>	<i>Few students achieve content mastery</i>
Step 3: Class Learning Objective	<i>At least 8 of 10 red or yellow students increase one color level between the fall and spring test. No student's level decreases.</i>	<i>At least 6 of 10 red or yellow students increase one color level between the fall and spring test. No student's level decreases.</i>	<i>At least 4 of 10 red or yellow students increase one color level between the fall and spring test. Almost no student's level decreases.</i>	<i>Fewer than 4 of 10 students increase one color level and/or many students decrease in level between the fall and spring test.</i>

Source: http://www.riseindiana.org/sites/default/files/files/Student%20Learning/Example%20SLOs%201_0.pdf